

Apprenticeship Update



Alberta Apprenticeship
and Industry Training
Excellence through training and experience

News from the Alberta Apprenticeship and Industry Training Board

Summer 2002

Registered Apprenticeship Program Links Employers and RAP Apprentices

Where does an enthusiastic sixteen-year-old trying to get a jump-start on a career as a heavy equipment technician, get started? The first "knock" should be at the door of the Registered Apprenticeship Program (RAP) — an Alberta-made program for high school students wanting to become apprentices while still attending school. RAP apprentices gain hours toward their apprenticeship program while, at the same time, earning credits toward a high school credential.

To join the RAP program a student must first choose a trade and find an employer willing to hire and train an apprentice. Often high schools have RAP coordinators able to put students in touch with employers in their community who are looking for apprentices. Next, the RAP coordinator and employer will agree on a schedule that balances school and work. The school-work balance is flexible. It could mean going to school for a semester and working as a RAP apprentice the next. It could mean three days at school and two days at work, or attending school during the week and working week-ends and holidays.

For Kevin Kushniruk, a millwright for 13 years, having his children choose careers in the trades was pleasant and rewarding news. "The trades offer good training, lots of opportunities, and job security," he says. "The RAP program is a good way for high school students to see what's out there and get some work experience in a trade they enjoy."

Jesse Kushniruk, the previously

mentioned 16-year-old, feels the focus on hands-on learning is another benefit of his apprenticeship. "When I graduate high school and continue with my apprenticeship training, I'll only have to go to school for eight or 10 weeks at a time, and then I'll be back on the job. To me, that's a real benefit because going to school for two or more years straight is not something I'm interested in," Jesse said.

The Registered Apprenticeship Program also offers substantial benefits to employers. Bob Genée, District Manager with Calgary's Coram Construction, employs 300 tradespeople in the carpentry, crane operating, concrete finishing and heavy equipment technician trades. He says it's important for employers to hire apprentices, especially now due to the current shortage of skilled workers in the trades. "By hiring more apprentices, we're helping solve some of the problems our industry is facing," says Bob. "We need to let more high school students know about the trades, and the RAP program is an excellent way to do that."

To find out more about the RAP program, contact the nearest apprenticeship and industry training office or visit our website at www.tradesecrets.org. If you are an employer interested in hiring RAP apprentices, you may wish to contact the RAP Coordinator at your local high school for information. ♦

Breaking News

Record number of apprentices employed in the construction industry

Participants at the Construction Owners Association of Alberta (COAA) Best Practices Conference held May 28 and 29 in Edmonton were provided with a comprehensive forecast of Alberta workforce supply and demand for 2002 – 2006.

The forecast this year suggests we have probably reached a plateau in this construction cycle. Growth will remain steady over the forecast period. The authors suggest that industry will continue to be challenged to meet the demand for workers over the forecast period, but has been very successful in attracting younger workers, mitigating, in part, the potential effect of the aging work force and the need to replace skilled workers as baby boomers retire. There are a record number of apprentices (40,000+) registered, many of whom are employed in the construction industry.

A summary of this report is available at www.clra.org ♦

Meet Your Board Members

Spotlight On ... New members Frank Duffin, Ray Massey and Les LaRocque

The Alberta Apprenticeship and Industry Training Board promotes quality and excellence in Alberta's workforce by encouraging the continued growth of apprenticeship and other occupational training based on industry standards.

The Board recently welcomed five new members to its 13-member Board. In the spring issue, we introduced you to Jim Hill and Rod Moore. In this issue, we will feature the three other new members — Frank Duffin, Ray Massey and Les LaRocque.

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Carpenter Apprentice Recognized for Outstanding Achievements

Talking With ... 2001 Thygesen Scholarship winner Harrison Shirt

When Harrison Shirt nailed down his carpenter apprenticeship training, he knew his future in the trade would be full of opportunities if he worked hard and made his training a priority. Earlier this year, the Alberta Apprenticeship and Industry Training Board recognized Harrison for his commitment. He was one of two recipients of the Thygesen Scholarship. This scholarship was established in 1998 by Jake Thygesen, former chair of the Board, as an annual award to recognize apprentices who excel in a trade and are regarded by their employers as uniquely gifted and motivated.

"Receiving the Thygesen Scholarship has made me more confident in myself and in the trade I chose" said Harrison, who currently lives in Edmonton and works for Sierra Ventures, a contracting company. "I encourage others to look for similar opportunities because anyone can succeed if they try hard enough."

Now in the second year of his carpentry apprenticeship, Harrison is enjoying his work framing residential homes in and around Edmonton. "It's a great feeling to see a complete job and know that I helped to get it done. I also find it rewarding to help others who may be having difficulty with their work, and I hope to be able to do more of that in the future," said Harrison, adding that he also hopes to one day open his own business.

For more information about scholarships for apprentices, contact Alberta Scholarship Programs at (780) 427-8640 or www.tradesecrets.org ♦

Keeping Technical Training Affordable ... Funding is available for apprentices

As an apprentice, you may qualify for a grant to help you pay for your expenses while attending the technical training part of your apprenticeship program. The Government of Alberta offers student funding tailor-made for apprentices.

Apprentices, like other post-secondary students, are expected to make a financial contribution to the cost of their post-secondary education. Technical training expenses include tuition fees, which cover part of the cost of instruction, the cost of books and supplies and general living expenses.

Apprentices who need financial assistance must apply through the Skills Development Program by submitting a Labour Market application form. These forms are available at any Canada/Alberta Service Centre or Career Development Centre. To find the centre closest to you, check the blue pages of your phonebook or visit www.alis.gov.ab.ca.

Here are some of the more common questions apprentices ask about their grants:

Q I live and work in Edmonton but my technical training is at Olds College. I can't afford rent for two places. Will I have to give up my place in Edmonton while I'm in Olds?

A No, you won't. Apprentices aren't expected to give up their first residence. They can receive assistance for the rent and utilities of a second residence and for their tuition, books and supplies, travel and a living allowance.

Q I'm married with a child and living in Grande Prairie. I have to go to Calgary for technical training. What assistance is available to me?

A The amount of assistance available to you is dependent on the number of children you have. While a portion of the spouse's income is factored in, the apprentice would essentially receive the same assistance as in the earlier example. Any daycare costs may also be accommodated if receipts are attached to the application form.

Q I have a medical problem and no health benefits. Can I get some extra help covering my costs?

A If the apprentice attaches a letter from his or her doctor to the application describing the problem and explaining what the costs are, medical costs may be covered. ♦

Champions and Leaders Apprenticeship and Industry Training

Industry members, the Alberta Apprenticeship and Industry Training Board and Alberta Learning have created a new scholarship program for Alberta's registered apprentices and trainees in designated occupations.

We proudly recognize the industry Champions and Leaders who have made this possible.

Champions (\$10,000 +)

Alberta Construction Association
Alberta Ironworkers Apprenticeship and Training Plan
Alberta-Pacific Forest Industries Inc.
Albian Sands Energy Inc.
Alggin Heating Supplies Ltd.
Architectural Woodwork Manufacturers Association of Canada - Southern Alberta Chapter
Arpi's Industries Canada Ltd.
ATCO Power Ltd.
Athabasca Oil Sands Project
Boilermaker Apprenticeship Administration Agency
Botting & Associates Alberta Ltd.
Bunch Welding Ltd.
Calgary Construction Association
Calgary Motor Dealers Association
Canadian Institute of Steel Construction - Alberta Region
Canem Systems Ltd.
Canyon Plumbing & Heating Ltd.
Centaur Subaru
Charlton & Hill Ltd.
Chemco Electrical Contractors Ltd.
Christian Labour Association of Canada
Clearwater Welding & Fabricating Ltd.
Comstock Canada Ltd.

Construction Labour Relations - An Alberta Association
Construction Labour Relations / Alberta Building Trades Council
Construction Labour Relations / Mechanical Contractors Association
Edmonton Pipe Trades Educational Trust Fund Local #488
Edwards Garage Ltd.
Electrical Contractors Association of Alberta
Electrical Contractors Association & North West Alberta Chapter
Electrical Contractors Association / International Brotherhood of Electrical Workers Local #424
EnCana Corporation
EPCOR
ExxonMobil Canada Ltd.
Ferguson Corporation
First Canadian Insurance Corporation
First North Catering
Fluor Constructors Canada Ltd.
General Presidents' Maintenance Committee For Canada
Grande Prairie Auto Dealers Association
Grayco Machine
Heninger Toyota
Industrial Contractors Association of Canada
Inland Cement
Jake & Phyllis Thygesen

KBR Canada Inc.
Ledcor Industries Inc.
Lennox Canada Inc.
Lockerbie & Hole Inc.
M & M Dabrowski
MDA Education Foundation
Masonry Contractors Association of Alberta
Maxam Contracting Ltd.
Mechanical Contractors Association of Alberta
Mechanical Contractors Association - Southern District
Medicine Hat Construction Association
Merit Contractors Association
Pacific Western Transportation Ltd.
PCL Constructors Inc.
Pla-Son Holdings Ltd./Comfort Heating (1981) Ltd.
Quinn Contracting Ltd.
Red Deer Construction Association
S.E. Johnson Management Ltd.
Schendel Mechanical Contracting Ltd.
Scotiabank Dealer Finance Centre
Sheet Metal Workers' International Association Local #8
Sinclair Supply Ltd.
Spartan Controls Ltd.
Stollery Charitable Foundation
Suncoor Energy Inc., Oil Sands
Supreme Steel Ltd.

Syncrude Canada Ltd.
The Watson Family
Thermal Insulation Association of Alberta
Thompson Family Foundation
Tower Chrysler Plymouth Ltd.
TransCanada Pipelines Limited
Trotter & Morton Technical Services Limited
United Association of Plumbers & Pipefitters Local #488
United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund
United Association of Plumbers & Pipefitters Local #496 / Piping Industry Training School
Waiward Steel Fabricators Ltd.

Leaders (\$5,000 - \$9,999)

Lafarge Canada Inc.
Lethbridge Construction Association
NSL Constructors
General Teamsters Local #362 Training Trust Fund
Stampede Lexus Toyota
Charlesglen Toyota



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Alberta Learning
Apprenticeship and Industry Training Board

SCHOLARSHIP APPLICATIONS WILL BE AVAILABLE IN JUNE AT www.tradesecrets.org

Alberta Companies Recognized for Commitment to Hiring and Training Apprentices

Talking with HWD Construction Ltd. and Hoover Mechanical Plumbing and Heating Ltd. ... Winners of Alberta's Top Employer Awards for 2001

The Alberta Apprenticeship and Industry Training Board recently presented Top Employer Awards for 2001 to HWD Construction Ltd. in Grande Prairie and Hoover Mechanical Plumbing and Heating Ltd. in Calgary.

Each year the Board recognizes two employers in Alberta, one from the northern part of the province and one from the south. Winners are chosen based on their commitment to hire and train apprentices, and for their participation in activities that encourage people to enter the trades.

HWD Construction Ltd. will celebrate its 20th year in business in August 2002. Co-owners Doug Henderson and Brian Wilson employ 22 journeymen and three apprentices in the carpentry, cabinet-making and metal-building systems erection trades.

"It gives us a great deal of pride to receive the Top Employer Award," said Doug. "Our involvement in the apprenticeship system goes back many years, and we believe this award recognizes the work of each of our employees as much as it recognizes the work of our company."

Currently, several employees participate in local and provincial apprenticeship committees and take part in career days to help encourage individuals to enter the trades. In addition, HWD Construction Ltd. is a strong supporter of the Registered Apprenticeship Program (RAP) and CAREERS: The Next Generation. Investing time and energy in the development of employees has resulted in

long-term employees and company stability. Repeat customers know they can expect the same quality of service project after project. "Our business is based on providing quality construction services to our clients, and without a skilled workforce, this would be impossible," said Doug.

Calgary's Hoover Mechanical Plumbing and Heating Ltd. also demonstrates strong support of apprenticeship training in Alberta. Co-owned by Brad Hoover and Greg Doetzel, Hoover Mechanical Plumbing and Heating Ltd. has provided commercial plumbing, heating and gas services for more than four years.

Described by one employee as "the best company to work for," Hoover Mechanical Plumbing and Heating Ltd. consistently hires new apprentices and encourages long-term employment with their company. They currently employ more than 90 plumbers, including 45 apprentices. "Being named a Top Employer is a great honour," said Brad. "It's important for employers to train and hire apprentices because they are our future."

Positive features of this company include initiatives to pay for all benefits while apprentices attend school and reimburse tuition upon successful completion of exams. The company also participates in the RAP program on a regular basis, and encourages employees to attend local and provincial apprenticeship committee meetings. ♦

165 New Scholarships to be awarded in fall 2002

The Alberta Apprenticeship and Industry Training Board is pleased to announce that 165 new scholarships of \$1,000 each will be awarded this fall to Alberta apprentices and trainees in designated occupations. The scholarships will be awarded annually, and are open to registered apprentices in all designated trades and to trainees in designated occupations.

"We're thrilled with the response we received during our fundraising campaign," said Board Chairman Cliff Williams. "The new scholarships are a great way to recognize the excellence of Alberta apprentices and to trainees and to assist them in their development."

Alberta Apprenticeship Scholarships are an example of government and industry standing together to promote the trades as a career choice by rewarding apprentices and trainees for excellence. In September 2001, an Industry Committee was formed to raise \$1 million for apprenticeship scholarships. This past March, the Apprenticeship Scholarship Committee surpassed its fundraising goal, raising over \$1.3 million through the generous contributions of over 270 organizations, associations, and individuals. Alberta Learning provided \$2 million in matching funds, and the Apprenticeship Scholarship Fund exceeds \$3.3 million.

Application forms containing eligibility criteria will be available beginning in June from Alberta Scholarship Programs and at www.tradesecrets.org. The deadline for applications for this year's scholarships is August 15, 2002. For more information, contact Alberta Scholarship Programs at (780) 427-8640. ♦

Remembering One of Alberta's Finest

Mr. Walter Healy, known by many as the father of the motorcycle mechanic trade, passed away on January 12, 2002 at the age of 88.

In October 2001, the Alberta Apprenticeship and Industry Training Board recognized Mr. Healy for his tireless efforts on behalf of the trade by presenting him with the Chairman's Award of Excellence. Considered the highest honour available to members of Alberta's apprenticeship system, the Chairman's Award of Excellence recognizes individuals who have demonstrated outstanding commitment to their

trade and to the principles of apprenticeship through their service in the Industry Network.

"It was a great honour to present Mr. Healy with the Chairman's Award of Excellence," said Board Chairman Cliff Williams. "He was an inspiration to us all and will be greatly missed." ♦



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Frank Duffin, a certified automotive service technician and heavy equipment technician, has been appointed as an employer representative for designated trades in Alberta. Frank is president of Crowfoot Ford Sales in Calgary and Cochrane Ford in Cochrane, Alberta, and has worked in the automotive sector in Alberta, the Northwest Territories and British Columbia for many years. "With my experience in a variety of roles in industry," said Frank, "I hope I can present a balanced view on issues and bring things forward from a different angle."

Ray Massey, a certified painter and decorator, has also been appointed as an employer representative for designated trades in Alberta. Ray gained his painting experience with Taylor Decorating and the Calgary Housing Authority before forming Ray-Nor Painting & Decorating Ltd. in 1978. Raymond has been president of the company for 23 years, and regularly employs between 20 and 30 journeymen and apprentice painters and decorators.

Ray has participated in Alberta apprenticeship committees, at local and provincial levels, for many years. "I believe the

apprenticeship and industry training system in Alberta is first-rate," he said, "and I look forward to help to build upon the success of the past by being a vital member of the Board."

Les LaRocque, who brings 22 years of experience in the mechanical contracting business as an estimator and project manager, has been appointed to represent employers in designated occupations. He holds a diploma in Mechanical Engineering Technology. Les is President of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary. He is a Board member of the American Society of Heating Refrigerating and Air Conditioning Engineers (Southern Alberta Chapter), and the Merit Contractors Association.

Like Frank and Ray, Les is eager to be an active participant on the Board. "As a Board member, I'm looking forward to providing my input on how we can continue to have the best apprenticeship training system in Canada," he said. ♦

Wanted: Trades Instructors

Women Building Futures is an Alberta non-profit organization whose mission is to contribute to women's economic prosperity through trades training and employment support. The organization is currently seeking trades instructors for a Trades Training Program for Women. For information call (780) 462-1451 or email: info@womenbuildingfutures.com ♦

Apprentice Tuition Fees

Apprentice tuition fees are frozen at \$50 per week for the 2002 - 2003 school term. Discussions on tuition fees after July 2003 will take place over the next while. More information about tuition fees after July 2003 will be reported in the Fall 2002 issue of Apprenticeship Update. ♦



Update Online is Just a Click Away

Attention readers! *Apprenticeship Update* is now available by e-mail. If you would like to receive *Apprenticeship Update* by e-mail instead of in hard copy, contact aitinfo@gov.ab.ca to have your name added to our e-mail subscriber list. Once a new issue is available, an e-mail with a link to the online newsletter will be sent to your mailbox. Here, in addition to reading the new issue, you'll have access to previous issues of the newsletter and other information available at www.tradesecrets.org ♦

News from the trades

...and designated occupations

The Alberta Apprenticeship and Industry Training Board (the Board), through Provincial Apprenticeship Committees (PACs) and Occupational Committees, sets the training and certification standards in designated trades and occupations.

Technical training in the apprenticeship program is based on course outlines developed by members of the PACs. The course outlines are revised regularly to keep in step with today's workplace needs. One or more of Alberta's technical institutes and community colleges provide technical training in most trades.

Each trade and occupation listed below has information that may be of interest to you or someone you know. If your trade or occupation is missing, stay tuned for future issues of Update. We'll report what's current as the industry advisory committees provide their news.

There are apprenticeship and industry training offices in the following locations:

Bonnyville
New Park Place, Box 8115
5201 - 44 Street
Bonnyville, AB T9N 2J4
Tel: (780) 826-4175
Fax: (780) 826-1904

Calgary
7th Floor, Century Park Place
855 - 8 th Avenue SW
Calgary, AB T2P 3P1
Tel: (403) 297-6457
Fax: (403) 297-4492

Edmonton
7th Floor, South Tower
Seventh Street Plaza
10030 - 107 Street
Edmonton, AB T5J 4X7
Tel: (780) 427-8517
Fax: (780) 422-3734

Grande Prairie
Suite 100, Towne Centre Mall
9845-99 Avenue
Grande Prairie, AB T8V 0R3
Tel: (780) 538-5240
Fax: (780) 538-5237

Lethbridge
Room 280, Provincial Building
200 - 5th Avenue South
Lethbridge, AB T1J 4C7
Tel: (403) 381-5380
Fax: (403) 381-5795

Peace River
9715 - 100 Street
Peace River, AB T8S 1T4
Tel: (780) 624-6529
Fax: (780) 624-6476

Slave Lake
Box 787
Lakeland Centre
101 Main Street SE
Slave Lake, AB T0G 2A0
Tel: (780) 849-7228
Fax: (780) 849-7356

Presiding Officers for trades are identified as PO in the listings below.

The contact number for all Provincial Apprenticeship Committee (PAC) Secretaries is (780) 427-4601

Calgary South
Fisher Park II
100-6712 Fisher Street SE
Calgary, AB T2H 6A7
Tel: (403) 297-3100
Fax: (403) 297-3799

Fort McMurray
7th Floor, Provincial Building
9915 Franklin Avenue
Fort McMurray, AB T9H 2K4
Tel: (780) 743-7150
Fax: (780) 743-7492

Hinton
568 Carmichael Lane
Hinton, AB T7V 1S8
Tel: (780) 865-8293
Fax: (780) 865-8269

Medicine Hat
104 Provincial Building
346 - 3rd Street SE
Medicine Hat, AB T1A 0G7
Tel: (403) 529-3580
Fax: (403) 529-3564

Red Deer
3rd Floor, First Red Deer Place
4911 - 51 Street
Red Deer, AB T4N 6V4
Tel: (403) 340-5151
Fax: (403) 340-5153

Vermilion
Box 26, Provincial Building
4701 - 52 Street
Vermilion, AB T9X 1J9
Tel: (780) 853-8150
Fax: (780) 853-8203

Cabinetmaker PO Ernst Salzgeber PAC Sec Bob Payette

The PAC has approved an alternate fourth period in-class practical project "Armoire." This project is intended to demonstrate the skills in joinery required by industry and measure the learning and skill development that has taken place through apprenticeship technical training. The new practical will be implemented in 2002-2003 at NAIT and SAIT. For information contact the secretary.

Cook PO Sophia Ling PAC Sec Bob Payette

Encouraged by the Board's initiative to improve all aspects of training and learning at the workplace, the PAC will include both the Train-the-Trainer initiative and promotion of the industry committee network in the cook course outline. Including promotion of the network will benefit apprentices in gaining information on the roles and responsibilities of the LACs and PACs, and help encourage grad-

uating apprentices to become members themselves. For information contact the secretary.

Electronic Technician PO Henry Kooyman PAC Sec Darren Hutton

The Board, on the recommendation of the PAC, has approved a change to the journeyman to apprentice ratio for the trade that is now in effect. The new ratio is 1:2 for the first journeyman and 1:1 for each journeyman thereafter. The PAC feels that the 1 journeyman to 1 apprentice ratio was a deterrent to hiring apprentices, particularly for small employers. The PAC is confident that this change will not adversely affect safety or training. For information contact the secretary.

Hairstylist PO Silvana Poplawski PAC Sec Bob Payette

The PAC has requested that the number of individuals who challenge first period exams instead of attending technical training be monitored. The PAC wants to ensure that apprentices who challenge examinations possess

the hands-on skills required to attend the second period of technical training. In addition, such apprentices must demonstrate an ability to learn at the same level as apprentices who have attended all levels of technical training. For further information contact the secretary.

Insulator PO Ronald Martineau PAC Sec Bob Payette

Encouraged by the Board's initiative to improve all aspects of training and learning at the workplace, the PAC will consider including both the Train-the-Trainer initiative and promotion of the industry committee network in the insulator course outline. Including promotion of the network will benefit apprentices in gaining information on the roles and responsibilities of the LACs and PACs, and help encourage graduating apprentices to become members themselves. For information contact the secretary.

Ironworker PO Glenn O'Neill PAC Sec Barry Yex

The Ironworker PAC is working on a proposal to change their technical training from the present one 10 week and two seven week periods. If you have suggestions or comments about technical training to offer, please contact the secretary.

Focus On ... Tool and Die Maker PO Peter Herrman PAC Sec Peter Abramowski

"If you take a look around you right now, there's a good chance you would see something that was molded or manufactured by a tool and die maker," said Peter Herrman, Presiding Officer for the Tool and Die Maker Provincial Apprenticeship Committee and owner of Herma-Tech Mechanical Corporation. This company employs eight tradespeople and has begun expanding into the tool and die market in the last few years to help diversify the company.

Tool and die makers use precision metalworking machines

and hand-tools to build and repair the special tools, metal moulds and patterns used in manufacturing. They are often employed in industries that manufacture metalworking machinery, tools and dies, automobiles, aircrafts, electrical machinery, fabricated metal products and plastics.

To be successful in the trade, tool and die makers need the ability to work quickly and accurately, the stamina required to stand for long periods of time, and good mechanical ability. They must also be able to visualize a finished product and have a good understanding of metallurgy. The work is most rewarding for those who enjoy precise, hands-on work.

Members of the tool and die maker trade are currently developing a training course outline to help attract more apprentices to the trade and gain support from employers. The training outline is expected to be ready for approval before September 2002, at which time the members will be looking for feedback from industry.

"I would like to see a healthy enrolment of employees and employers in the tool and die maker trade," said Peter. "Over the next couple of years we need to build a good inventory of tool and die makers to allow the industry to excel and attract larger manufacturing firms to consider setting up in Alberta. In order to create this resource pool of qualified tradespeople, it will be essential for industry, government, training institutions and apprentices to work together to ensure to maintain a high standard of training available to the apprentices."

For more information about how to enrol in the tool and die maker trade, or if you are an employer who would like to include tool and die makers in your shop, contact your local apprenticeship and industry training office or www.tradesecrets.org

Welder PO Don Bunch PAC Sec Barry Yex

The Board has approved changes to the Welder course outline to be implemented in fall

2002 technical training. Although total hours remain the same, changes have been made to better reflect industry priorities.

In the first period, the most significant change is in the movement of hours from oxy fuel welding into other wire welding processes now being used by industry. Other changes in the second and third period include a reduction in emphasis on the wire process in favour of additional hours in pattern development and drawings. The third period hours were reduced in SMAW and increased in GMAW and drawings. In addition, Individual Learning Modules (ILMs) for the Welder trade will be implemented.

An individual learning module (ILM) is course content for technical training divided into smaller parts. ILMs provide a more flexible learning environment for apprentices and more options for technical training delivery. Apprentices complete all modules as part of their technical training. For information contact the secretary.

Strong Roots Help Ensure Continued Growth in Alberta's Apprenticeship System

Members of the industry advisory network discuss what makes Local Apprenticeship Committees successful

Alberta's apprenticeship and industry training system is an industry-driven system. Industry develops the standards that shape the system, including course outcomes used to develop technical training for apprentices, examinations, record books, and accreditation of training programs in other jurisdictions. Having industry at the helm ensures that the system is responsive to industry's needs.

Local apprenticeship committees (LACs) play a key role in ensuring that industry standards for their trade reflect a grassroots perspective. LACs help ensure that standards are developed through a "bottom-up" process, providing for local input on issues that impact local industry. This input is then taken into account by the Provincial Apprenticeship Committee (PAC) for the trade when developing standards and formulating recommendations for the Alberta Apprenticeship and Industry Training Board.

The Electrician LAC based in Edmonton is a good example of an effective local apprenticeship committee. The committee meets regularly to discuss issues and opportunities for the electrician trade in the Edmonton area, and it has forged a strong link with the Electrician PAC. Gordon Badach, LAC presiding officer for the past four years, believes that part of the reason for the committee's success is the knowledgeable, dedicated members who enjoy being involved in their trade at a committee level. "I have an excellent group of people to

work with," said Gordon. "They've spent years in the system and understand the inner workings of the trades, which is very helpful."

In many cases, a member of the local committee also holds membership on the provincial committee. "Bringing issues from the local to the provincial level is very important," said Gordon, "and that's why we're happy to have one of our employer representatives, Don Daly, as a member of the Electrician PAC. He ensures that the local issues we discuss are heard."

The number of local committees for each trade varies, reflecting the degree of local interest and activity in the trade. For example, aside from its Edmonton LAC, the electrician trade has local committees in the Calgary, Lethbridge, Vermilion, Hinton, Grande Prairie and Fort McMurray regions. Other trades may also have LACs established in a number of regions around the province, while some may only have committees based in Calgary and Edmonton. Some of the smaller trades may only be represented at the provincial level.

Another example of a successful local committee is the Welder LAC based in Calgary. Bob Shaw, presiding officer for the past two years, suggests that participation in an LAC reflects leadership on the part of committee members. "Taking an active role on the committee in order to get things done is an important part of being a committee member" suggests

Bob. "For my part, I take pride in my work as presiding officer for the Calgary Welder LAC."

The Alberta Apprenticeship and Industry Training Board establishes LACs and appoints the members to each committee. Most LACs have five members, with two each representing employers and employees and a presiding officer. Board member Marsha Cowley currently chairs the committee that nominates LAC members. She believes that local apprenticeship committees play an important role in Alberta's apprenticeship system. "It's important for LACs to have regular meetings and active participants," Marsha told participants of the Industry Network Workshop last October. "Building strong relationships within your committee, with your PAC, and with members of other trades will help ensure the continued success of our apprenticeship system."

The next Industry Network Workshop will be held in October 2003. The purpose of the workshop is to look for new ways to strengthen the industry network. If you are a journeyman, an employer or a final-period apprentice who would like to get involved in the local or provincial apprenticeship committee for your trade, contact your nearest apprenticeship and industry training office for more information. ♦

High School Students Experience the Trades

Sixteen-year-old Abby Craig of Fairview is considering a bright future in the electrician trade, thanks to a recent Career Camp held at Fairview College.

Abby was one of more than 40 students from six northern Alberta high schools who tried their hands at the trades during the Career Camp held March 4 - 6, 2002. The Camp was a team effort between Fairview College and CAREERS: The Next Generation, an industry-driven organization that connects high school students to the Registered Apprenticeship Program (RAP) and other career pathways.

The main objectives were to provide the students with hands-on training available at Fairview College in two trades of their choice, and to give them the opportunity to explore their career options through guidance counseling.

"It really makes a difference when you can go and be in a real class," said Abby. "I even got to wire a dimmer-switch."

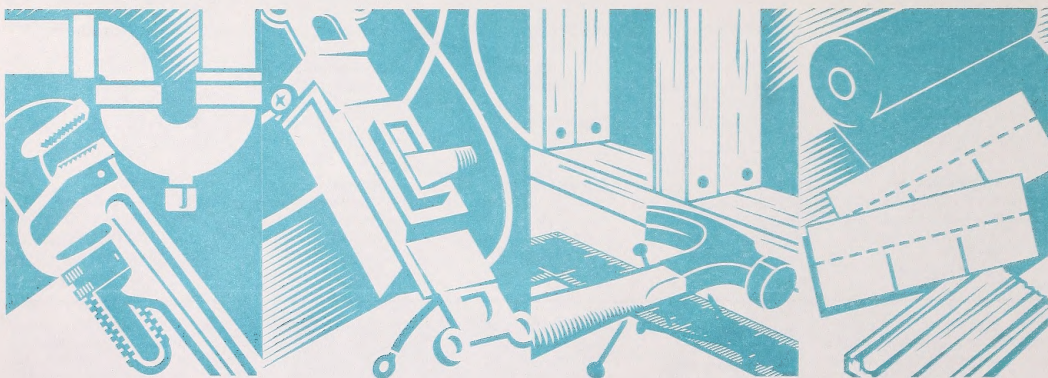
Abby's sister, Samantha, 15, enjoyed touring the carpentry shop. "They showed us the process and talked about what kind of education you need. But it wasn't all listening — we got to make pencil holders," she said, adding that she also visited the blueprint room. "It's helpful for people to be able to see ahead of time what these jobs require."

Organizers are hopeful the Career Camp will become an annual event because they believe giving the students a chance to use shop facilities, talk to instructors and stay at the College residence was a good learning experience for them.

Gord Ivey, a supervising teacher at Fairview High School, agrees that the day was a worthwhile event. "I think it is an excellent idea and it gives the students a look at some great trades options."

For more information about a career in the trades contact your nearest apprenticeship training office.

For information about CAREERS: The Next Generation and how to get involved, contact (780) 426-3414, or toll-free at 1-888-757-7172, or through their website at www.nextgen.org. ♦



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